

ERSILIA is a private non-profit foundation devoted to promote inter and transdisciplinary knowledge in order to enhance our capacity to meet contemporary global (urban) challenges (www.ersilia.org). It was founded in 2004 by MCRIT Ltd (www.mcrit.com) a consultancy company specialized in urban and regional planning and policy evaluation.

Both Mcrit and Ersilia foundation have developed a gender equality plan to implement a non-discrimination policy at work.

Gender Equality Plan

1.1. Actions for selection

1.1.1. Collaboration agreement with the University for training.

Mcrit and Ersilia have a framework for collaboration with various universities in the region (collaboration agreements signed with UB, UPC, UAB, UPF, UIC) to promote transitional studies - an optimal job for young students. It also has been collaborating for more than 10 years with the University of Barcelona to offer internship programs for students of the Master's in Territorial Planning and Sustainability, with nearly 30 students who have collaborated.

1.1.2. Promotion of students and new graduates.

Of the former interns, 4 UB students are now permanent employees of the company. Also with the Universitat Politècnica de Catalunya, 7 of the former students are now permanent employees of the company.

Depending on the company's recruitment needs, the company always first contacts the job boards of the universities with which it has signed collaboration agreements, such as UB or UPC.

1.2. Actions aimed at training

1.2.1. Financing of training for workers

Mcrit and Ersilia have a training policy and as a constant improvement in the quality of the company, its employees have a policy of promoting the training of their workers. As such the workers can access to monetary help in courses, master's degrees, postgraduate courses where the company finances part of the cost of the training offered by the workers, and offers technical means so they can continue training according to their needs.

1.3. Actions aimed at promoting workers

1.3.1. Career policy

Mcrit and Ersilia have an active policy of promoting its workers, supported by the training of junior workers by senior workers, and a strategy of vertical promotion within the organization chart of the company over time, encouraging careers solid and complete. Of the company's 8 area heads, 80% (six) joined the company's staff as recent graduates or interns. It has employees who started internships at the company and are currently in charge of the area.

It has a fair treatment for workers in the hiring, assignment of work, training, opportunities for promotion, compensation and termination of employment, does not distinguish on the basis of sex, origin or race in their promotion of workers of the 'company.

1.4. Actions to prevent sexual and gender-based harassment

1.4.1. Harassment protocol

Mcrit and Ersilia have a Sexual Harassment Prevention Protocol since April 2019. It developed a protocol to prevent sexual harassment, strengthening the links and equal relations between women and men, establishing mechanisms to prevent abusive practices, and defining the protocols to be activated in case of identification of a case of harassment.

Moreover, Internal Protocol of Awareness on Corporate Social Responsibility of the company that establishes the mechanisms to promote equality between women and men, establishing the following principles:

- Combination of men and women in the structure of government and in the management of the organization, with the aim of progressively achieving parity and eliminating barriers for gender reasons;
- Reduce the possible differentiated impacts between men and women in terms of the workplace and the health and safety of the community.
- Ensure that the decisions and activities of the organization that pay equal attention to the needs of men and women (for instance, check whether there is a differentiated impact on men and women arising from the development of specific products or services, or review of images of men and women presented in any communication or advertising of the organization)

1.4.2. Commitment to equality

Mcrit and Ersilia appreciate the value inherent in a diverse workforce and an inclusive work environment: more holistic and informed decision-making, greater performance and more innovation; increased employee participation and a better market reputation. Thus, it has more than 20% of its employees in managerial and executive positions being women, as shown in the following figure.

Mcrit has a woman on the Board of Directors of the Ersilia Foundation (33% management positions) and a woman in the positions of Area Coordinators (20%). In total, four women are in managerial positions, which is 36%. More generally, 9 of MCRIT's 21 permanent employees are women, accounting for 43% of the company's body. For more details, see <http://www.mcrit.com/about/team/>

1.5. Actions for attention

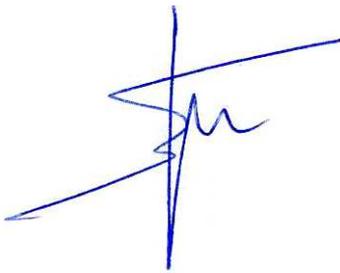
1.5.1. Inclusion of foreigners

Mcrit and Ersilia offer training and internship opportunities for foreign students. In the last 10 years, it has hosted around 40 Latin American students, around 20 European students, about 10 American students and one Australian student.

1.6. Conciliation actions for workers

1.6.1. Conciliation policy

Finally, both Mcrit and Ersilia have a family reconciliation policy for its workers. By that, it has provided its employees by the means to attend personal needs such as caring for children or elderly relatives. Likewise, all workers have 2 days a month to do telework without any need for family justification.



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